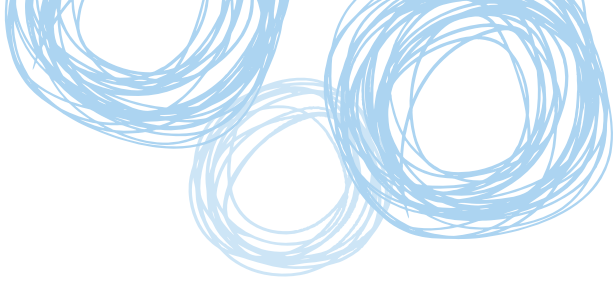




# Q2 Smart Qualifications 2011–12

Target Delivery Plan



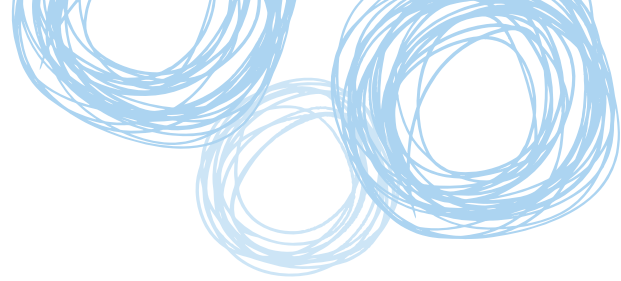
# Part 1: Outline of the target

**Target: Three out of four Queenslanders will hold a trade, training or tertiary qualification by 2020**

Definition of target	Reporting
<ul style="list-style-type: none"> <li>Seventy-five per cent of Queenslanders aged between 25 and 64 will hold a Certificate III or above qualification, incorporating qualification attainment within the vocational education and training and higher education sectors.</li> </ul>	<ul style="list-style-type: none"> <li>Australian Bureau of Statistics, Survey of Education and Work (SEW) Australia, National Assessment Program – Literacy and Numeracy (NAPLAN), Year 12 outcomes, and higher education participation are all reported annually. Vocational education and training participation is reported quarterly.</li> </ul>
Measurement	Lead agency
<ul style="list-style-type: none"> <li>Attainment of Australian Qualifications Framework Certificate III or higher.</li> </ul> <p>Source: Australian Bureau of Statistics data collected through the Survey of Education and Work Australia (ABS Cat. No. 6227.0) and through future national censuses.</p>	<ul style="list-style-type: none"> <li>Department of Education and Training</li> </ul>
Baseline	Contributing agency
<ul style="list-style-type: none"> <li>In 2007, 50.3 per cent of Queenslanders aged 25 to 64 years held a qualification at Certificate III level or higher.</li> </ul>	<ul style="list-style-type: none"> <li>Department of Employment, Economic Development and Innovation; Department of Communities; Department of Public Works; Department of Community Safety; Public Service Commission.</li> </ul>

**Complementary indicators**

- Percentage of Year 9 students at or above the national minimum standard in reading, writing and numeracy.
- Percentage of Year 12 students who attained a Queensland Certificate of Education, Queensland Certificate of Individual Achievement, International Baccalaureate Diploma or Vocational Education and Training (VET) Certificate II or above.
- Participation in higher education and publicly reported vocational education and training.
- Proportion of Indigenous young people participating in post-school education or training six months after school.
- Proportion of low socioeconomic status young people participating in post-school education or training six months after school.
- Number of students awarded Certificate III and above in the publicly funded VET system
  - all students
  - Indigenous students.
- The number of all (domestic and international) PhD and Masters degree by research completions per 1000 of the Queensland population of 25- to 64-year-olds.



## About the target

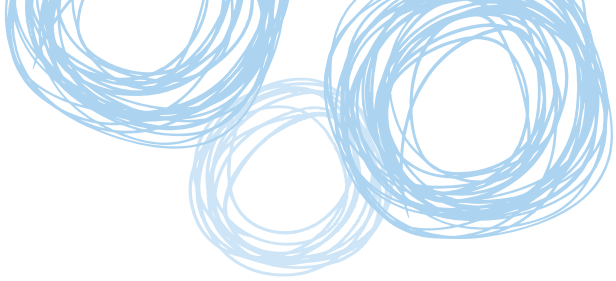
The *Toward Q2: Tomorrow's Queensland* Smart ambition to deliver world class education and training will position the state as the premium place to live, work and learn in 2020. People who have higher qualifications are more likely to participate in the full time workforce, have higher lifetime earnings, and be able to capitalise on new opportunities, adapt to new technologies and take advantage of new employment opportunities.

To ensure a better future for all of Queensland, the government has set an ambitious target to have 75 per cent of 25- to 64-year-olds holding Certificate III or above qualifications, including higher education qualifications, by the year 2020. Achieving this target will mean that the number of Queenslanders 25- to 64-years-old with post-school qualifications will rise from 1.1 million out of a population of 2.3 million in 2007 to 2.1 million out of a population of 2.87 million in 2020, adding just over 100 000 people to the skilled population each year.

While Queenslanders' education and skill levels have improved, they are not nation leading. The Queensland vocational education and training (VET) and higher education sectors will build on successful initiatives to provide young people with improved foundations in schooling, a seamless transition for young people to move from school to VET or higher education and employment, and better opportunities for adults to continue to revisit learning at different points of their lives and careers to further develop skills and knowledge.

The next stage for reform in Queensland's VET and higher education systems will focus on six key challenges:

- low levels of literacy and numeracy, particularly among older workers where workforce participation rates have been increasing
- declining participation rates in post-secondary education and training, including significant variations between regions and between different population cohorts such as Indigenous people, people with a disability and young people
- potential for unbalanced growth between higher education and VET, with higher education enrolments already increasing in advance of the introduction of demand-based funding
- the need to reduce student attrition rates and improve qualification completion rates across VET and higher education, but particularly in VET
- lower than national average levels of industry satisfaction and investment in VET delivery
- The need for improved work-based training and professional practice, both to ensure improved levels of work readiness for graduates.

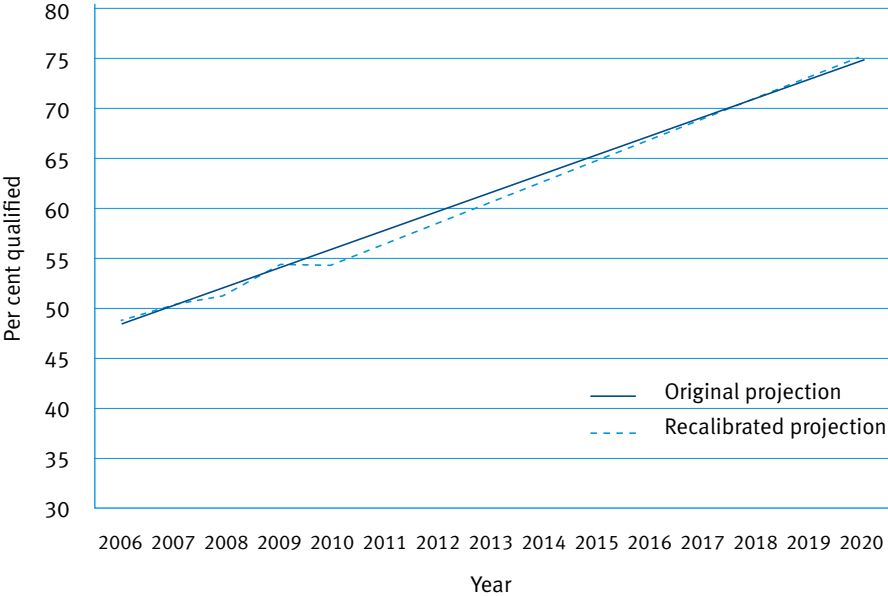


## Progress

The VET system is being overhauled — new alliances are being established to better match training with industry needs and the Australian and state governments have funded thousands of extra trade and higher-level training places to address skills shortages.

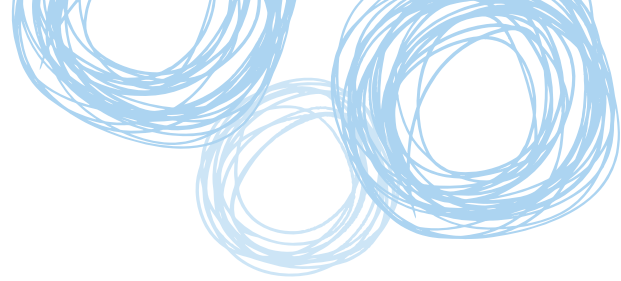
Queensland’s skill profile has improved by 3.8 percentage points over the period of the *Toward Q2* strategy, rising from 50.3 per cent in 2007 to the current estimate of 54.1 per cent. Progress is measured through the ABS National Census every five years and monitored by the Survey of Education and Work (SEW), which provides estimates annually. Figure 1 shows estimated performance to 2020 with a projection of the numbers of qualified people needed each year to reach the target. The slight decrease in 2010 (0.3 percentage points) may be due to the sample size of the SEW, which is only an estimate of progress. A more robust measure of the trend will be available after the 2011 Census.

Figure 1: Projections



There has been a 3.8 percentage point improvement in the target measure since the base year of 2007. Increasing rates of qualification by younger people are starting to flow through to the working age population and gains in qualification levels can be seen across most age groups. Challenges remain and the target will not be achieved without fundamental change in Queensland’s VET sector. The Queensland Government is committed to addressing all challenges to the VET and higher education sectors.

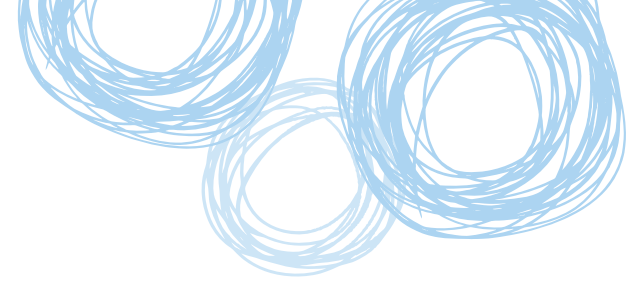
It should also be noted that future skills demand and progress toward the target is influenced by factors outside government influence. There are many external economic, social and behavioural factors that influence demand for training and the motivation of individuals to seek a qualification.



## Strategies

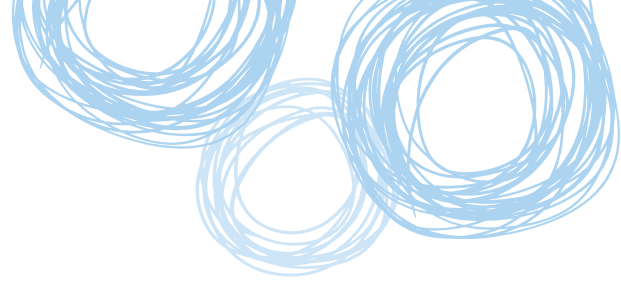
During 2011–12, the government is committed to further significant and systemic reforms that will transform the state’s VET and higher education systems and maximise opportunities for individuals and the economy through:

- **Boosting industry ownership and investment in skills and workforce development** through the newly established, industry led skills commission, Skills Queensland to ensure that skills and workforce development meet the needs of industry and support the growth of the economy.
- **Widening access to VET and higher education and improving participation and completions** through:
  - continuing to refine and deliver specific programs to enable disadvantaged Queenslanders to develop skills for sustainable employment
  - improving foundational skills training
  - raising educational aspirations, participation and attainment levels for young people and those from low socioeconomic status backgrounds, particularly those in rural and regional areas and Indigenous communities
  - continuing to improve apprenticeship/traineeship retention and completion rates.
- **Improving pathways to qualifications** by:
  - progressing further supports in youth transitions from school to education, training and employment
  - developing more effective ways for schooling, and the VET and higher education

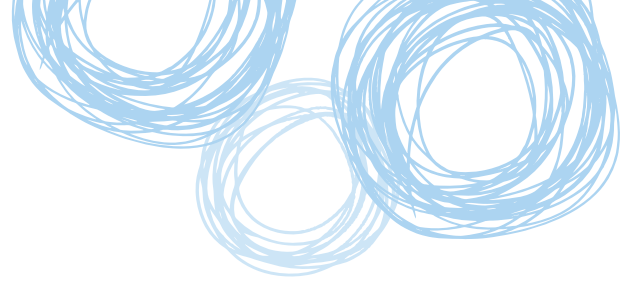


## Part 2: Annual Action Plan for 2011–12

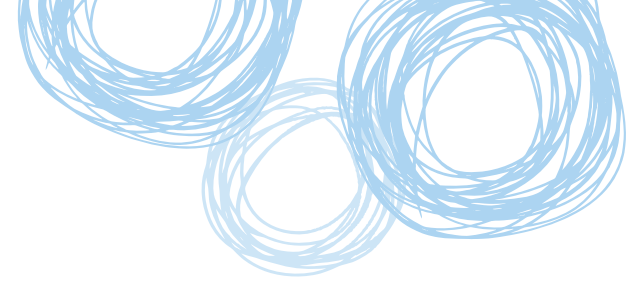
Action	Agency responsible	Why	Impact
<b>1. Boosting industry ownership and investment in skills and workforce development</b>			
<p>1.1 Skills Queensland, the newly established skills commission, will drive reforms to vocational education and training (VET) through key actions including:</p> <ul style="list-style-type: none"> <li>• lead research into skills shortages based on integrated VET and higher education data analysis</li> <li>• promote new industry engagement mechanisms</li> <li>• support VET funding reforms</li> <li>• produce evidence-based Skills and Workforce Development Investment Plans to inform training investment. This will ensure that VET investment in skills and workforce development is aligned to industry needs, economic development opportunities and social equity prerogatives. For example, the Community Services Skilling Plan aims to develop a capable, relevant and skilled workforce that will support the service needs of the community and government and enhance quality delivery</li> <li>• identify priorities for the Strategic Investment Fund through improved industry engagement practices. The Strategic Investment Fund has been established to meet skills gaps in government service provision</li> <li>• monitor participation and attainment rates across Australian Qualifications Framework (AQF) levels, regions and target cohorts such as youth, jobless households and Indigenous groups</li> <li>• continue the four-year Green Building Skills Fund in partnership with Construction Skills Queensland to assist 3500 existing workers and apprentices to obtain skills in sustainability.</li> </ul> <p>For more information:  <a href="http://www.skills.qld.gov.au">www.skills.qld.gov.au</a></p>	<p>Skills Queensland            Related services or objectives:            Service Delivery Statement (SDS) 3-58            SDS 3-61</p>	<ul style="list-style-type: none"> <li>• To strengthen industry ownership and responsibility for development and utilisation of skills as an essential component of labour productivity, economic and social goals.</li> <li>• To increase alignment between qualifications, skills and needs of industry.</li> </ul>	<p>Skills Queensland has been established to drive greater industry ownership of the skills system and to facilitate greater investment in skills across industry sectors in Queensland through leveraging arrangements. There is no short-term measurable output.</p> <p>Increased alignment between qualifications, skills and needs of industry will drive increased participation and completion in VET in the medium to long term.</p>
<p>1.2 Increase industry investment in training through the Productivity Places Program (PPP).</p> <p>The PPP is a National Partnerships Program that forms part of the Australian Government's <i>Skilling Australia for the Future</i> initiative. It aims to reduce skills shortages and increase the productivity of industry and enterprises. It is being implemented from 2009–12 and requires that industry contribute a proportion of the cost of training.</p> <p>For more information:  <a href="http://www.deewr.gov.au/Skills/Programs/SkillTraining/ProductivityPlaces/Pages/Overview.asp">www.deewr.gov.au/Skills/Programs/SkillTraining/ProductivityPlaces/Pages/Overview.asp</a></p>	<p>Department of Education and Training            Related services or objectives:            SDS 3-61            SDS 3-65x</p>	<ul style="list-style-type: none"> <li>• A key component of the PPP is a requirement to target training that meets skills shortages and levies an enterprise contribution towards the cost of training.</li> </ul>	<p>Target qualification enrolments for remaining years:</p> <p>2011: 67 092            2012 (to 30 June): 29 808</p> <p>Pending Australian Government agreement.</p>



Action	Agency responsible	Why	Impact
<b>2. Widening access to VET and higher education and improving participation and completions</b>			
2.1 In partnership with the Australian Government and other jurisdictions and stakeholders, identify challenges and opportunities, and prioritise the next stages of national reform to the tertiary sector.			A revised National Agreement for Skills and Workforce Development and a new reform-based National Partnership will be considered by the Council of Australian Governments to apply from 1 July 2012.
2.2 In partnership with the Australian Government and industry, the Department of Education and Training will increase the engagement, attainment and successful transition of young people through continuation of strategies under the National Partnership on Youth Attainment and Transitions. The strategies provide young people with access to an education or training place for any government subsidised qualification, subject to admission requirements and availability of government subsidised places.  For more information: <a href="http://www.deewr.gov.au/youth/YouthAttainmentandTransitions/Pages/Home.aspx">www.deewr.gov.au/youth/YouthAttainmentandTransitions/Pages/Home.aspx</a>	Department of Education and Training  Related services or objectives: SDS 3-66	<ul style="list-style-type: none"> <li>To enable youth to successfully engage in education and training, and transition to work and to further education and training.</li> </ul>	An increase in youth participation in publicly funded VET will support the qualifications target in the long term.
2.3 The Department of Education and Training will work with the Australian Government and adult and community education providers to improve literacy, numeracy and foundation skills provision through strategies such as: <ul style="list-style-type: none"> <li>enhancing effective coordination of literacy support and foundation skills training</li> <li>maximising access to new Australian Government adult and workplace literacy initiatives</li> <li>supporting the adult and community education sector through formal recognition and development of self-accrediting programs.</li> </ul>	Department of Education and Training  Related services or objectives: Commonwealth Budget	<ul style="list-style-type: none"> <li>To enable the ageing labour force to be re-trained and sustain growing participation rates for older age groups and to address access to further training and participation by lower skilled adults.</li> </ul>	The impact will be reflected in longer term improvements against the qualifications target.
2.4 Deliver literacy, numeracy, vocational training and employment placement services to prisoners in adult correctional facilities in Queensland. A three-year memorandum of understanding between the Department of Education and Training, Department of Employment, Economic Development and Innovation and Queensland Corrective Services provides funding for this action for 2010–13. This action aligns to the National Strategy for VET for Adult Prisoners and Offenders in Australia. This action is managed by Queensland Corrective Services.  For more information: <a href="http://www.dest.gov.au/sectors/training_skills/publications_resources/profiles/anta/profile/adult_prisoners_and_offenders_in_australia.htm">www.dest.gov.au/sectors/training_skills/publications_resources/profiles/anta/profile/adult_prisoners_and_offenders_in_australia.htm</a>	Queensland Corrective Services, supported by Department of Education and Training and Department of Employment, Economic Development and Innovation	<ul style="list-style-type: none"> <li>To develop foundation skills and provide opportunities for prisoners to find pathways into further training (Certificate III and above) and employment.</li> </ul>	Outcomes are reported each financial year and measure the number of participants enrolled in VET, the number of participants enrolled in literacy and numeracy programs and the participation and completion rates.



Action	Agency responsible	Why	Impact
<p>2.5 The Department of Education and Training will implement agreed recommendations of the Apprenticeships for the 21st Century Expert Panel final report – <i>A Shared Responsibility: Apprenticeships for the 21st Century</i> – in collaboration with Skills Queensland to further improve the apprenticeship and traineeship system in Queensland.</p> <p>For more information:  <a href="http://www.australianapprenticeships.gov.au/ExpertPanel.asp#FinalReport">www.australianapprenticeships.gov.au/ExpertPanel.asp#FinalReport</a></p>	<p>Department of Education and Training and Skills Queensland</p>	<ul style="list-style-type: none"> <li>To improve retention and completion of apprentices and trainees through providing additional support for students who face specific challenges; for example Indigenous Australians, people with a disability, regional and remote students, and those with poor language, literacy and numeracy skills.</li> </ul>	<p>The implementation of the recommendations of the <i>Apprenticeships for the 21st Century</i> report will be reflected in the longer term in improved completion rates for apprenticeships and traineeships.</p>
<p>2.6 The Department of Education and Training, in partnership with Skilling Solutions Queensland and training providers, will support programs designed to deliver career information, training referral services and recognition of prior learning to assist mature aged workers, skilled migrants, those displaced in the labour market and those wishing to change careers to have existing skills formally recognised.</p> <p>For more information:  <a href="http://www.skillingsolutions.qld.gov.au">www.skillingsolutions.qld.gov.au</a></p>	<p>Skilling Solutions Queensland and Department of Education and Training</p> <p>Related services or objectives:            SDS 3-61</p>	<ul style="list-style-type: none"> <li>To better link individuals with relevant training pathways and thereby improve retention and completion rates.</li> </ul>	<p>Provide 37 000 Queenslanders with career information and training referral services, with 18 000 being referred for recognition of prior learning.</p>



Action	Agency responsible	Why	Impact
<b>3. Improving pathways to qualifications</b>			
<p>3.1 Skills Queensland together with the Department of Employment, Economic Development and Innovation, the Department of Education and Training and the Australian Government will mitigate the impact of Queensland's recent natural disasters and prepare for recovery through the delivery of the Queensland Natural Disasters Jobs and Skills Package.</p> <p>The package will provide employment and training opportunities for displaced workers and maximise participation and opportunities through Skilling Queenslanders for Work (SQW) initiatives.</p> <p>For more information:  <a href="http://www.skills.qld.gov.au/disaster-package.aspx">www.skills.qld.gov.au/disaster-package.aspx</a></p>	<p>Skills Queensland, Department of Education and Training, and Department of Employment, Economic Development and Innovation</p> <p>Related services or objectives:            SDS 3-65</p>	<p>The package will retain workers and improve community capability in flood and cyclone affected areas by providing additional employment and training opportunities to meet local need.</p> <p>In the longer term, the package will link with SQW to align future investment in skills development to maximise local employment as part of rebuilding efforts.</p> <p>As the economy improves with anticipated growth in 2012, SQW's focus will be redirected toward maximising labour force supply by encouraging maximum participation by key target groups including young people, jobless households and Indigenous people.</p>	<p>The package strategies will each have the following targets:</p> <ul style="list-style-type: none"> <li>• 30 Jobs and Skills Development Officers</li> <li>• employing up to 1500 local displaced residents</li> <li>• measures to support apprentices and trainees include providing opportunities for those out of work, an out of trade register to assist with placements and incentive arrangements over the recovery period</li> <li>• the Priority Skills Development initiative will provide funding for skills identified by regional and industry Jobs and Skills Development Officers, additional training required for Community Work Placement participants, and skills needs identified by industry skills bodies.</li> </ul> <p>During 2011–12, SQW will provide assistance to more than 24 000 Queenslanders.</p>
<p>3.2 The Department of Education and Training and the Department of Local Government and Planning will boost educational aspiration, participation and attainment levels in rural and regional Queensland and for Indigenous communities and individuals.</p> <p>This action is linked to the Whole of Government Regionalisation activities designed to strengthen Queensland regions. The Queensland Regionalisation Strategy is being led by the Department of Local Government and Planning.</p> <p>Actions include but are not limited to:</p> <ul style="list-style-type: none"> <li>• developing and attracting skilled workers to regions</li> <li>• collaborating with the Federal Government to ensure skilled migration programs are regionally appropriate</li> <li>• encouraging specialised regional universities (Centres of Excellence)</li> <li>• progressing the assessment of Regional Knowledge precincts</li> <li>• facilitating greater economic participation for Indigenous communities.</li> </ul> <p>For more information:  <a href="http://www.growthsummit.premiers.qld.gov.au/gov-response.aspx">www.growthsummit.premiers.qld.gov.au/gov-response.aspx</a></p>	<p>Department of Local Government and Planning and Department of Education and Training</p>	<ul style="list-style-type: none"> <li>• To support skills and workforce development in the regions and to increase qualification levels and sustain and, where appropriate, accelerate economic and population growth.</li> </ul>	<p>A milestone will be the approval of the Regionalisation Strategy in late 2011.</p>